

Gender pay report 2021

This is our fifth gender pay report, covering pay at AJ Bell on the snapshot date of 5 April 2021.

Employers in the UK with more than 250 staff are required by law to publish the following information annually on their own website and on a government website:

- Their mean and median gender pay gap
- Their mean and median bonus gender pay gap
- The proportion of men and women receiving a bonus payment; and
- The proportion of men and women in each quartile of the pay structure

Pay and bonus (5 April 2021 data)

Difference between men and women

Hourly rate of pay		Bonus paid	
Mean	28.3%	Mean	43.7%
Median	11.7%	Median	20.0%

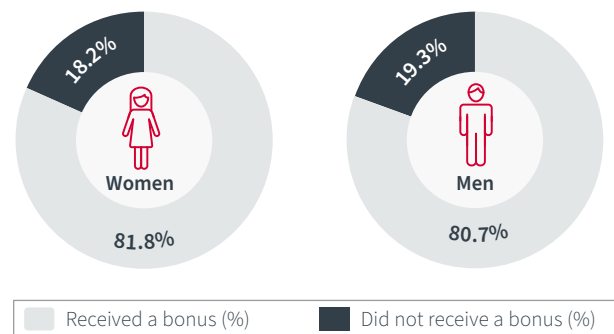
The mean is the average hourly rate of pay (or bonus pay paid during the relevant period) for all staff.

The median is the middle value when the hourly rates of pay of all staff (or bonus payments paid in the relevant period to all relevant staff) are listed in numerical order.

We are pleased that our mean and median pay figures have both improved this year, reflecting our continued commitment to gender-inclusive recruitment practices and our efforts to promote women into more senior roles and reward accordingly.

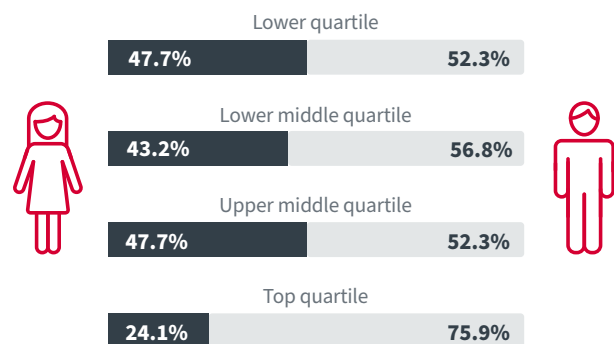
Our mean bonus figure has also improved this year, indicating the progress we are making in addressing the gender profile of our work force, which in common with most financial service companies has traditionally seen a higher number of men in senior roles than women.

Proportion of staff awarded a bonus



A larger proportion of women than men received a bonus for their performance this year.

Proportion of staff in each pay quartile



We remain confident that men and women are paid equally for doing equivalent jobs across our business and we are pleased to see the continued progress we are making to support a diverse and inclusive workplace.

In September 2020 we won the Diversity in Finance Awards 'Diversity Marketing and Recruitment Campaign of the Year'. We have seen the impact of this female-focused campaign, which has led to an increase in females joining the business, notably in entry level roles. Our recruitment is actively seeking to address the traditional imbalance of men working in tech roles with targeted campaigns for women, including the use of gender decoders in adverts, and we are proud to have recruited a growing number of female tech apprentices in the business.

We have also developed and implemented an AJ Bell Tech employer brand campaign, to ensure we can appeal to a diverse external tech community, and to promote tech careers at AJ Bell to young people and under-represented communities.

These steps, together with other initiatives such as ensuring a balance of female participants on our internal development programmes for Team Leaders, Managers and Senior Managers, and providing opportunities for coaching and mentoring of female staff, means we can be confident that we are continuing to build a strong female talent pipeline for more senior roles in the future.

We recognise the value diversity brings to our business, our customers and our staff. With the support of our new chair, Baroness Helena Morrissey, who brings with her a wealth of experience in campaigning for diversity, we are developing a new diversity measurement framework to better understand diversity in the context of our business and the wider industry and to agree key diversity objectives so that we can track our progress.

Through continuing with actions such as these, and by adhering to our Guiding Principles - which define our company and inform everything we do - we will ensure no one is disadvantaged in how we attract, select and develop our staff.